

# Guidewire Union Contract Settled!



Now that the bargaining team has come to a tentative agreement with Guidewire's management, you and your co-workers will be voting on whether or not to approve the contract, a process called ratification.

The union will be holding informational meetings near you to talk about the proposed contract. Join us to learn more about what we have negotiated.

## **Springfield/Holyoke**

January 3, 2012 2-5:00 PM

SEIU Local 509 Office

489 Whitney Ave, Holyoke

## **Pittsfield**

December 30, 2011 2-5:00 PM

Laborers' Union Hall

264 W Housatonic St, Pittsfield

## **West Boylston/Worcester**

December 29, 2011 2-5:00 PM

SEIU Local 509 Office - in the Teamsters Building

330 Southwest Cutoff (Route 20), Worcester

A summary of the contract is listed on the reverse side of this notice, and copies of the full agreement will be available at all Guidewire regional offices, all union meetings, and at the SEIU Local 509 Holyoke office. They are also available on the Local 509 website [www.seiu509.org](http://www.seiu509.org) under the Contracts section.

They are also available by calling Field Representative Rick Page at 413 535-2163 or at [rpage@seiu509.org](mailto:rpage@seiu509.org)

# Guidewire Union Contract Summary

The union bargaining committee and Guidewire management have reached a tentative agreement on the initial contract. The full agreement is available at a number of locations (*see details on reverse*). Please review the agreement and bring any questions to either a bargaining committee member or one of the upcoming informational meetings.

## Highlights

- Upon ratification a **2% raise**. Additional increases based on seniority for those who have at least 5 years with the agency.
- **\$200 signing bonus** to be paid on June 1, 2012
- **2% raise** on January 1, 2013
- **1% raise** on January 1, 2014, along with a wage re-opener (an opportunity to negotiate over wages again)
- \$100 bonus for each extra holiday shifts picked up
- An **increase in mileage reimbursement**
- A contractual **guarantee of dignity and respect**, Non-discrimination, and a safe and healthy workplace
- **A real dispute resolution process** with binding arbitration, along with an on-going labor-management committee to resolve problems and address issues of mutual concern
- Rights for union stewards are spelled out
- Since the union represents everyone, whether or not they become members, the agreement calls for everyone to either join the union and pay dues or not join but pay a fair share service fee. Union dues are 1.5% of pay for the first 40 hours each week.

## Your Bargaining Committee:

Rick Page (Field Representative), Desmond Carter, Lisa Goncalves, Wiliesha West, Brenda Santinello, Paul Willridge, Loretta Card, Richard Grace, Tonya Smith, and Rose Diefendorf.

***YOUR BARGAINING COMMITTEE RECOMMENDS A YES  
VOTE ON THE CONTRACT***

**Contract voting shall be conducted by the enclosed mail ballot.  
Ballots need to be returned in the envelope provided and shall  
be counted on January 6, 2012.**